

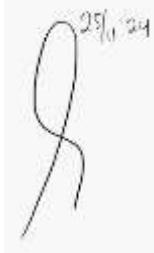
PENGARUH *EMPLOYEE ENGAGEMENT* TERHADAP *JOB SATISFACTION* PADA KARYAWAN GENERASI Z DENGAN *WORK LIFE BALANCE* SEBAGAI VARIABEL INTERVENING (STUDI EMPIRIS PADA INSTANSI PEMERINTAH DAERAH KABUPATEN KULON PROGO)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* dan *work life balance* terhadap *job satisfaction*, *employee engagement* terhadap *work life balance* serta *employee engagement* melalui *work life balance* terhadap *job satisfaction* pada karyawan generasi Z di Pemerintah Daerah Kabupaten Kulon Progo. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* dengan menggunakan rumus *Isaac* dan *Michael* pada taraf signifikansi 10% dan mendapatkan hasil sejumlah 108 responden. Adapun pengumpulan data primer dilakukan dengan penyebaran kuesioner. Pengujian statistik yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis jalur, uji t, uji f, dan analisis koefisien determinasi dengan menggunakan program SPSS 25. Hasil uji t variabel *employee engagement* $0,001 < 0,05$ yang berarti terdapat pengaruh yang signifikan terhadap *job satisfaction*. Hasil uji t variabel *work life balance* $0,000 < 0,05$ yang berarti terdapat pengaruh signifikan terhadap *job satisfaction*. Hasil Uji t variabel *employee engagement* $0,000 < 0,05$ yang berarti terdapat pengaruh signifikan terhadap *work life balance*. Berdasarkan uji sobel didapat nilai *Two-Tailed Probability* $0,000 < 0,05$ artinya *work life balance* dapat memediasi pengaruh antara *employee engagement* terhadap *job satisfaction*. Dengan demikian dapat disimpulkan bahwa hipotesis dalam penelitian ini diterima.

Kata Kunci: *Employee Engagement, Job Satisfaction, Work-Life Balance*



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THE INFLUENCE OF EMPLOYEE ENGAGEMENT ON JOB SATISFACTION IN GENERATION Z EMPLOYEES WITH WORK-LIFE BALANCE AS INTERVENING VARIABLE (EMPIRICAL STUDY ON INSTANSI PEMERINTAH DAERAH KABUPATEN KULON PROGO)

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Abstract

The research aims to analyze the influence of employee engagement and work-life balance on job satisfaction, employee engagement on work-life balance, and employee engagement through work-life balance on job satisfaction among Generation Z employees in the Kulon Progo District Government. The method used in sampling is purposive sampling, using the Isaac and Michael formula at a significance level of 10%, resulting in a total of 108 respondents. The collection of primary data was carried out by distributing questionnaires. The statistical tests used are validity, reliability, normality, multicollinearity, heteroscedasticity, path analysis, t-test, f-test, and coefficient of determination analysis using the SPSS 25 program. The t-test result for the employee engagement variable shows $0.001 < 0.05$, which means there is a significant effect on job satisfaction. The t-test results for the work-life balance variable show $0.000 < 0.05$, meaning job satisfaction has a significant effect. The t-test results for the employee engagement variable show $0.000 < 0.05$, which means there is a significant effect on work-life balance. Based on the Sobel test, the Two-Tailed Probability value is $0.000 < 0.05$, meaning work-life balance can mediate the effect of employee engagement on job satisfaction. Thus, it can be concluded that the hypothesis in this research is accepted.

Keywords: *Employee Engagement, Job Satisfaction, Work-Life Balance*

